



Revolution in Training

Center for Naval Analyses
Navy Workforce Research and Analysis Conference



Making a Difference...

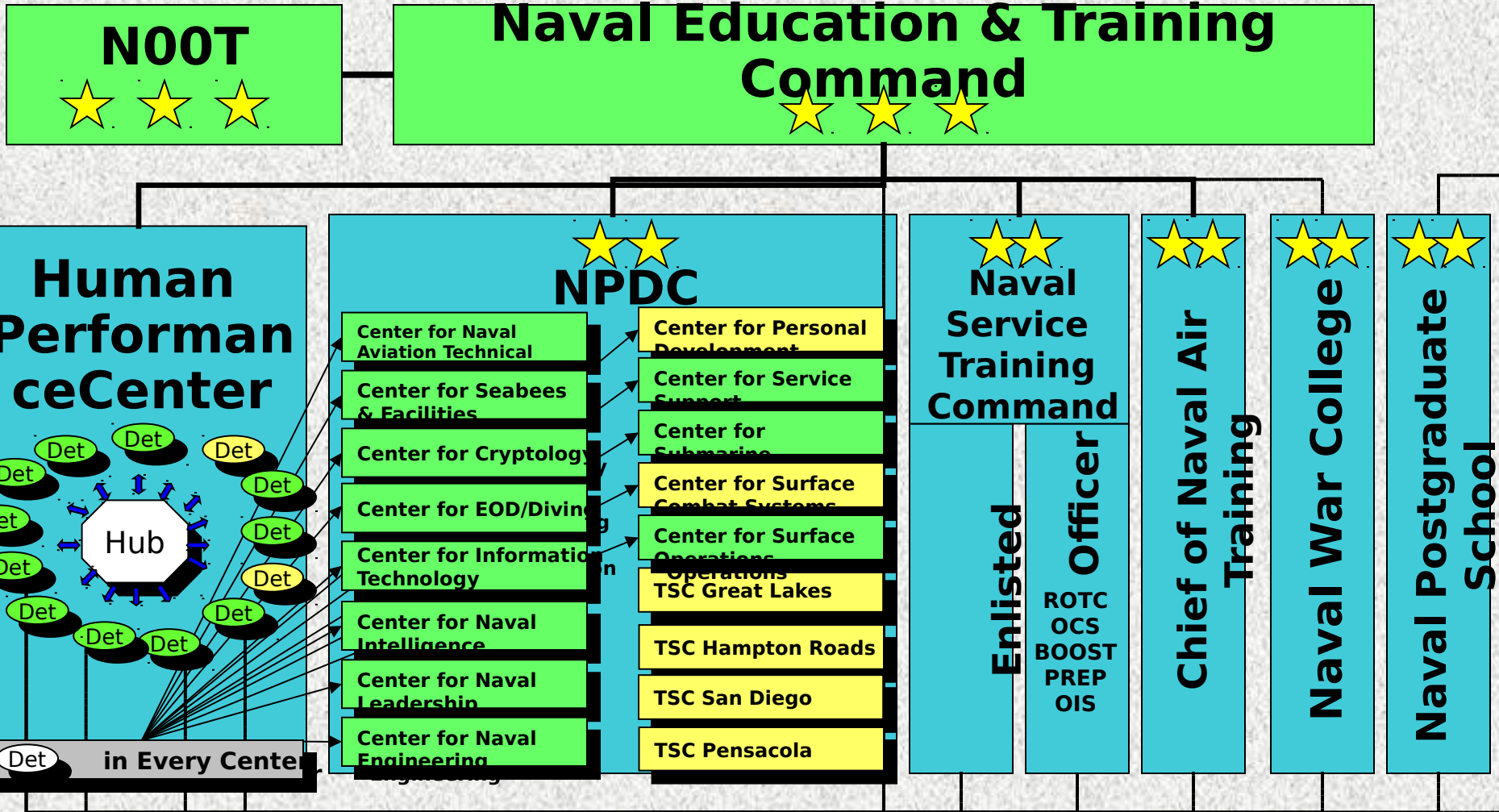
- **Building 21st Century Sailor**
- **Human Performance System Model and Science of Learning**
- **Training and Education is “Readiness”**



- **Results:**
 - **Improved Sailor Performance and Fleet Readiness**
 - **Increased Agility and Responsiveness Throughout Organization**
 - **Improved Process Efficiencies and End-to-End Integration**
 - **Exciting Learning and Delivery Breakthroughs**
 - **Significant Savings Possible**

“We owe those who serve the best, because they are giving their best...” ***ADM Vern Clark, Chief of Naval Operations***

NEW ORGANIZATION STATUS



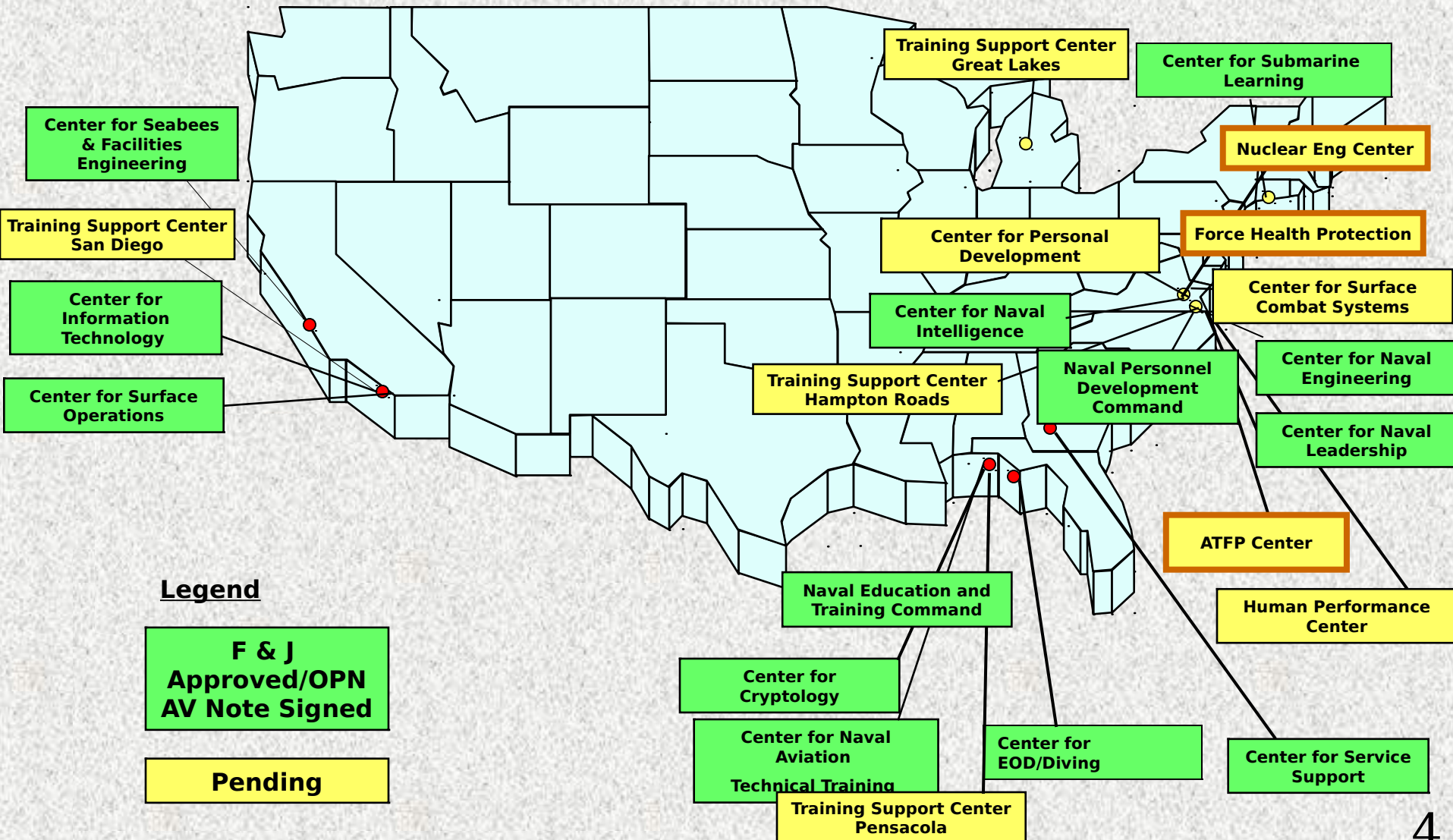
Legend

F & J Approved/OPNAV Note

Signed

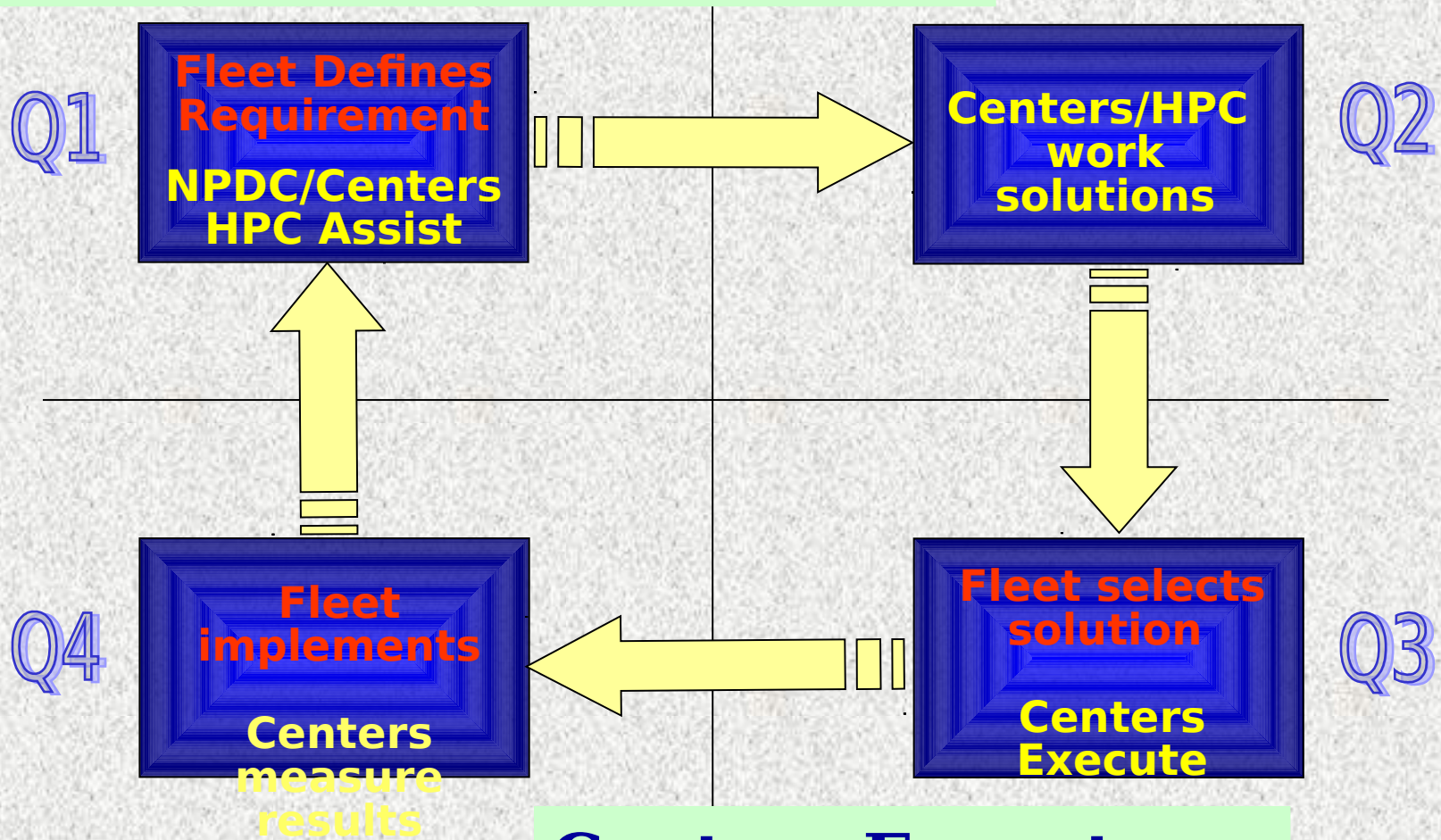
Pending

Learning Centers (Location & Status)



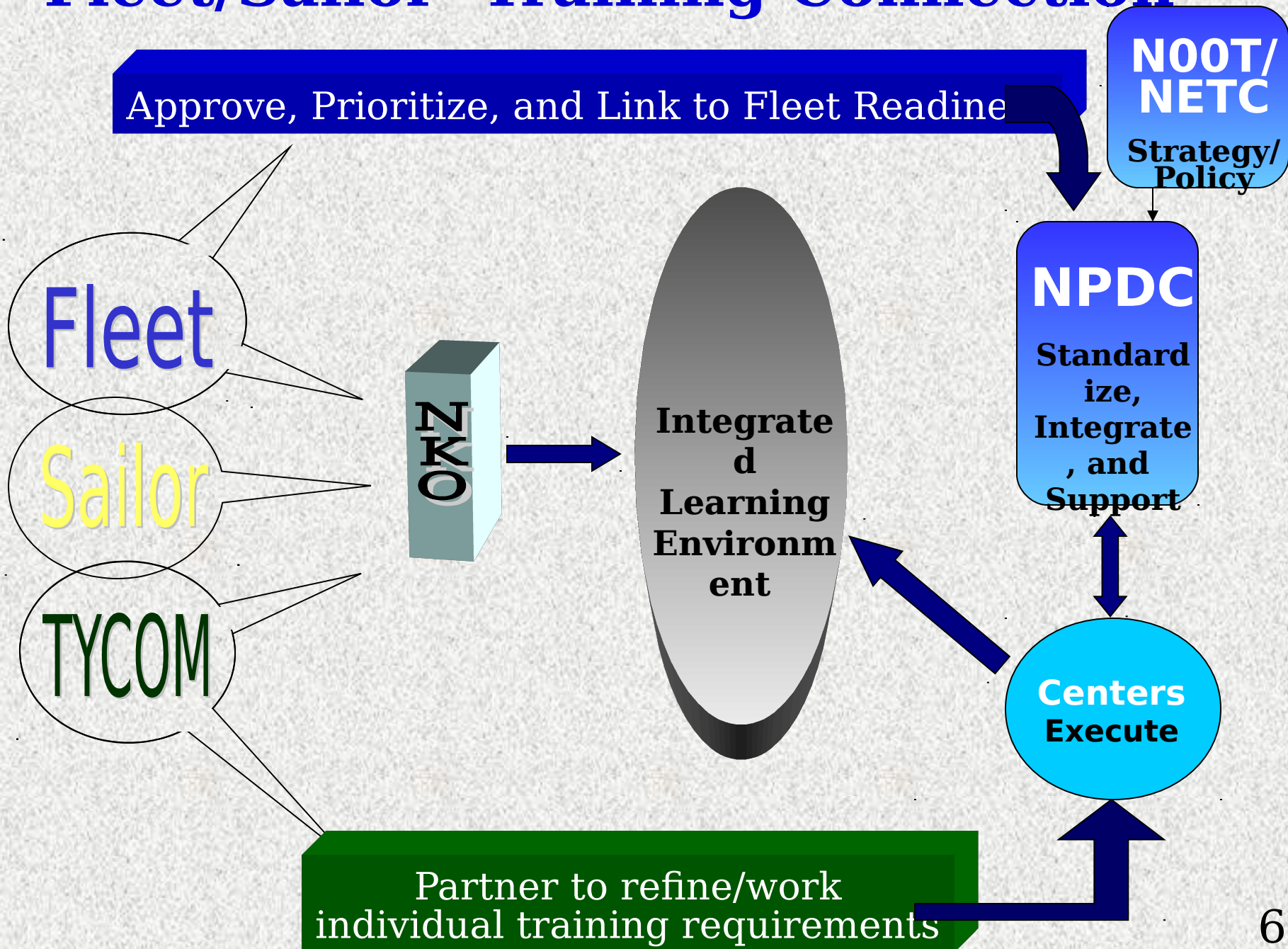
The Navy's HPSM. . . Making the Transition to Performance

Fleet defines requirement. . .



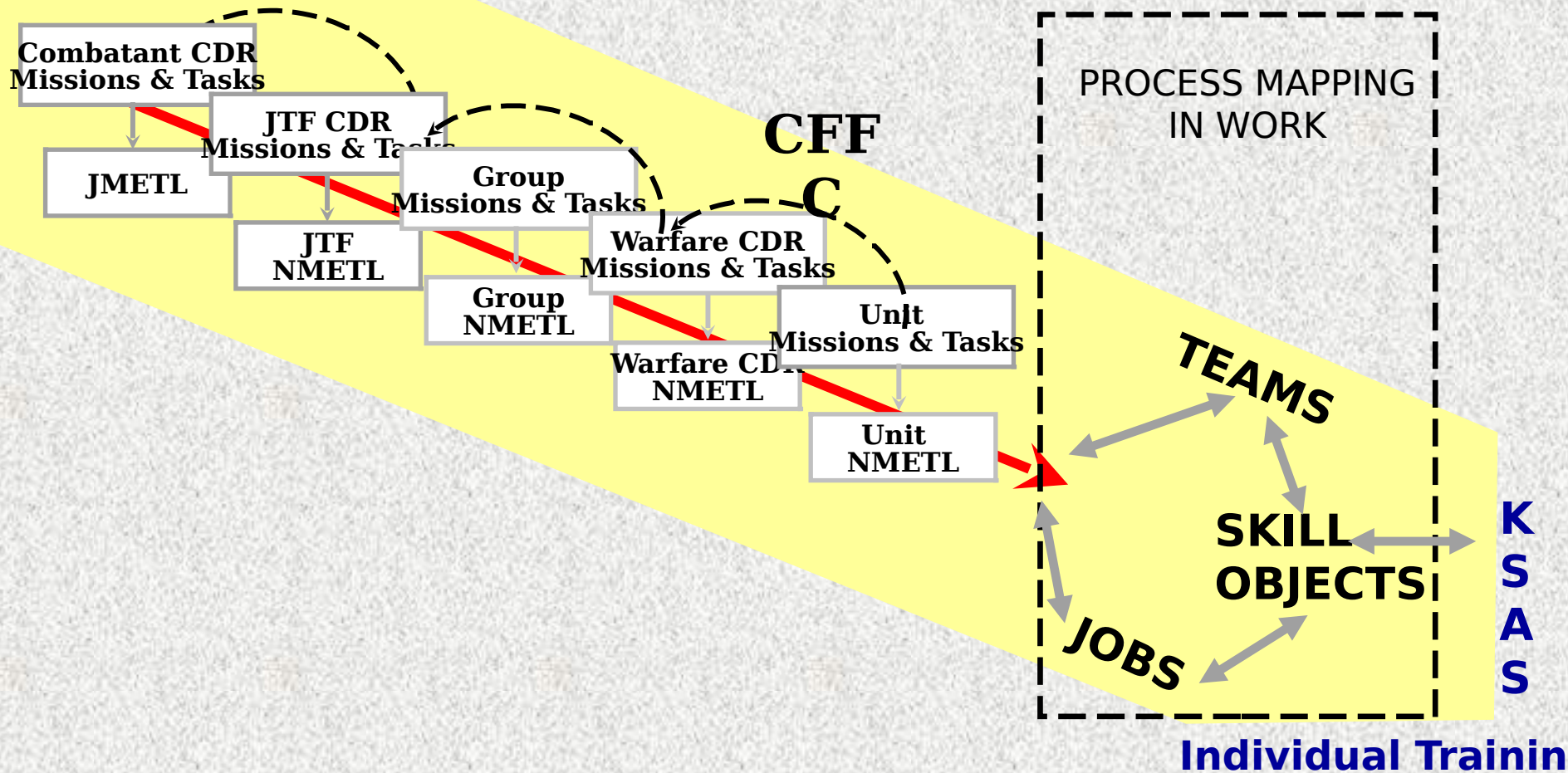
Centers Execute. . .

Fleet/Sailor 'Training Connection'

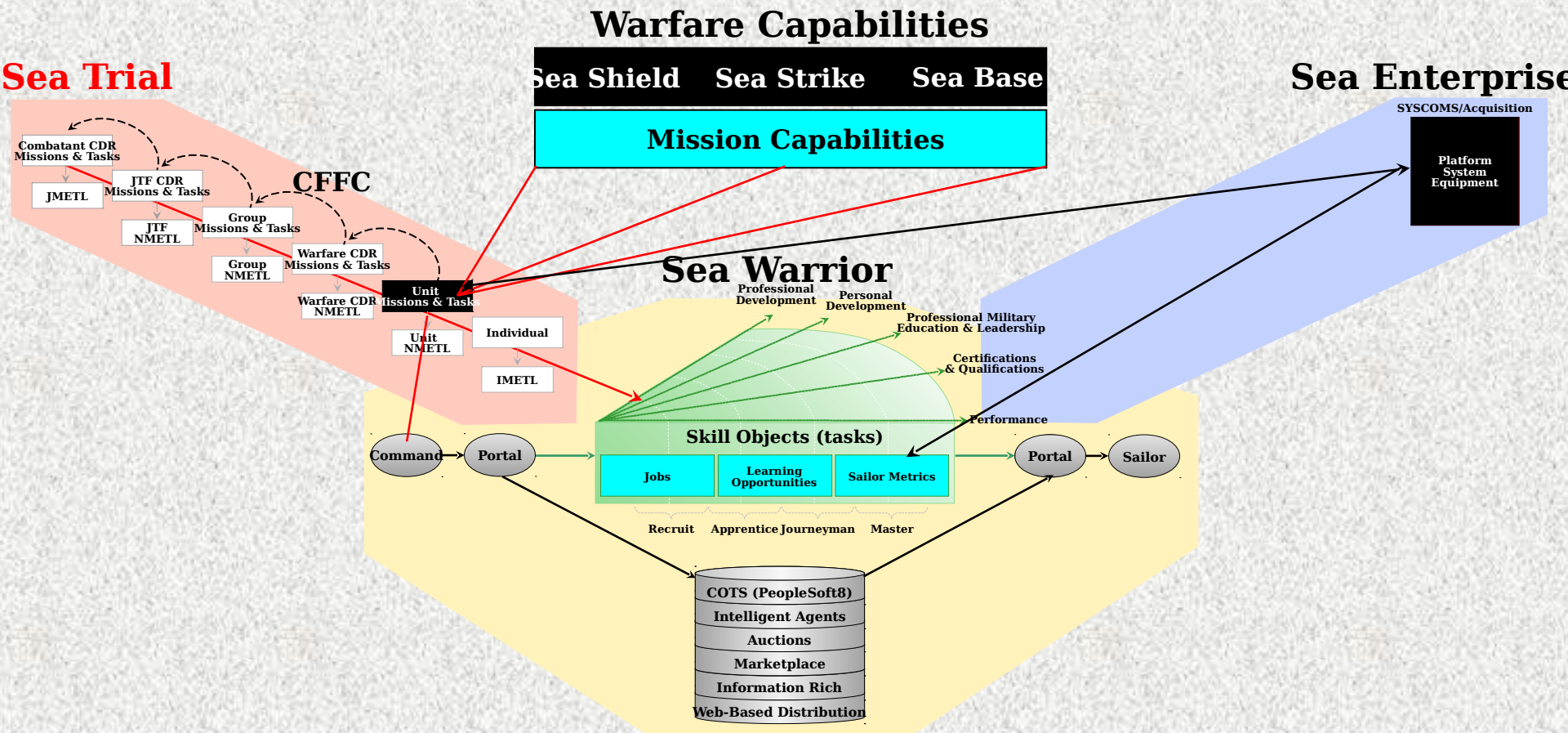


Individual Training Connection to Fleet Readiness

Fleet Readiness



Sea Warrior



5 Vector Model Time Line

- **15 April Working Prototype**
- **1 June IT/AG/MS live on NKO portal (approximately 23,000 sailors)**
- **September 03 all aviation rates live on NKO portal (approximately 100,000 more sailors)**

Current capabilities

- Current position, position development, selected job options
- Skill objects for vector points
- Some content
- Tasks for skill objects
- Link to LCMS for Training (Content)
- Career search
- Benefits map

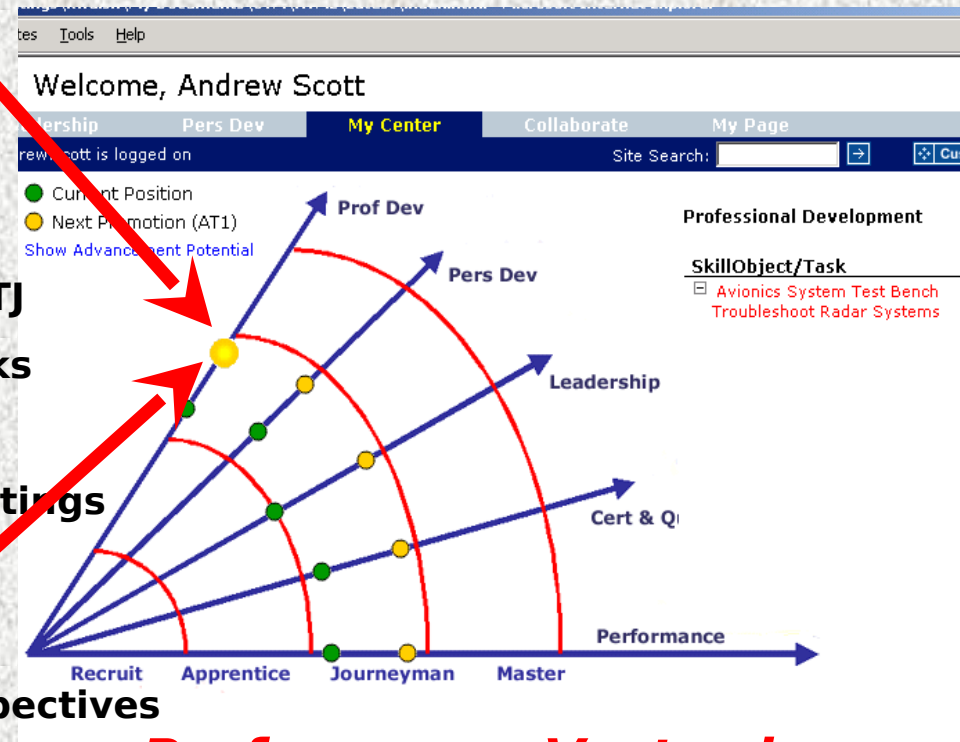
Future capabilities

- Link to LMS (Class scheduling) and ETJ
- Link to NMETLS, OJT, RT for skills/tasks
- Promotion algorithm
- Performance comparisons for peer ratings
- Selection probability
- Education plan
- Administrative (Organizational) perspectives

5VM

Capabilities

*Multiple views....Fleet,
Supervisory, Center,
Organizational, etc.*



*Performance Vector in
work*

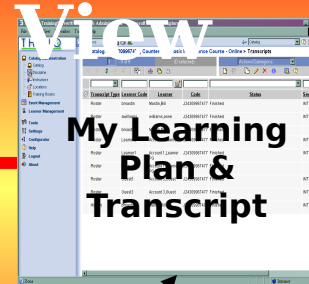
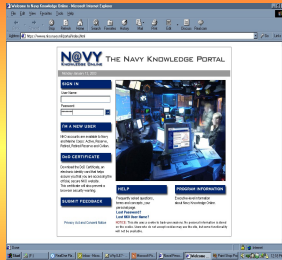
The Revolution is...delivering the
right knowledge at the *right* time at the
right place to meet Fleet requirements

***“Delivering
Knowledge”***

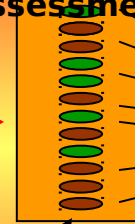
THE REVOLUTION IS THE INTEGRATED LEARNING ENVIRONMENT

Sailor

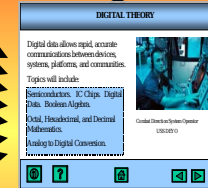
View



Pre-Assessment



My Courses



JPA

NKO

NTMPS

LMS

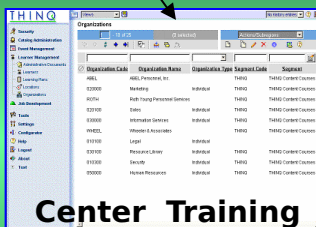
LCMS

Tech Data Repository

JMETL
NMETL
Group Task
Unit Task
Rating
Job Task

Skill
Object
Tasks
Known
ge
Skills /
Abilities
Standard
Tools

Other
Communities
Command
Division
Work
Center



Plan

Core Learnin



Skill
Object

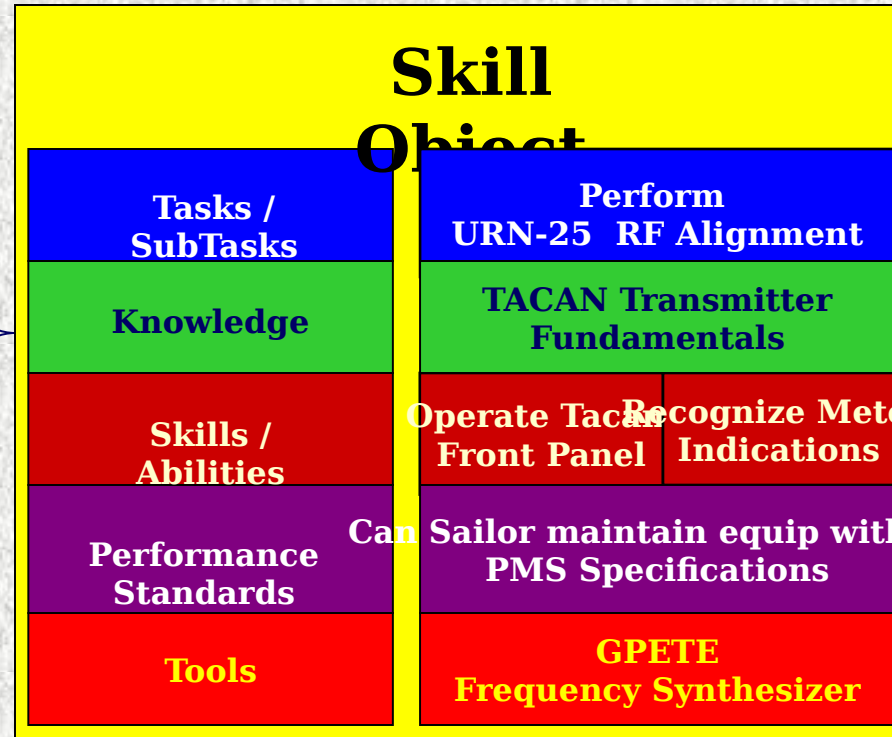
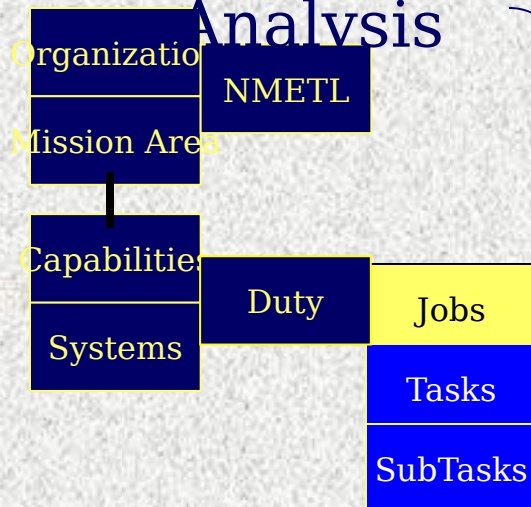
SIMs &
RLOs

SYSCOM

Learning

Skill Object Transformation to Reusable Learning Object

Job Task Analysis



- RF Theory } RLO
- Transmitter Principles } Multi RLOs
- URN-25 Transmitter } Multi RLOs

THIS IS THE REVOLUTION

(Knowledge...when and where you need it)

- **Tailored Knowledge Based on “Reusable Learning Objects”**
 - **Discrete, Reusable Collection of Content Developed Once**
 - **Mobile, Learner-Based Training (or Job Performance Aid)**
 - **Life (Career) Long Applicability (Elementary to Adult learning)**
- **Testing Process Within Weeks (April/May '03) for YN “A”**
 - **Easily Expanded to Other Courses**
 - **“A” Schools: YN, PN, SK, AK, AZ, RP, DK, SH**
 - **“C” School: Flag Writer**
- **Significant Potential Savings**
 - **Reduction in Resident Course Lengths**
 - **No Resident Training for Fleet Returnees**
 - **Faculty/Staff Reductions**
 - **Political considerations**



Metric Development Status

Input Metrics -- Organizational Standup Metrics—people/stuff in place

Tracking now

Process Metrics -- Processes in place (HP review of curriculum, 5VModel completion %, etc.)

Output Metrics – Effectiveness (Operative data)

Awaiting Instruction/Transfer, Time to train, Quota utilization, Retention, Attrition, etc.






Working group meets 18-20 March for specific metrics identification

Outcome Metrics – Efficiency (Comparison data)

Correlation of fleet readiness to individual training, Performance standards from RLO's, Fleet feedback on sailor performance, etc.

Beginning data mining effort and skill object mapping

FY-03 BAM Goals

BAM Goals	Target FY03	Where We Are Now (% Completion)	
Reduce IA by 11,255 mys over FYDP (FY 02 base line 21,751 mys)	Reduce IA by 1482 mys in FY 03 (Reduce base line to 20,269 mys by the end of FY 03)	Current execution - 5007 Tracking to 20,028 for end of FY 03	
Reduce Total Time to Train by 30% over the FYDP (FY 02 base line 26,941 mys)	Reduce Total Time to Train by 1349 mys in FY 03 (Reduce base line to 25,593 mys by the end of FY 03)	Current execution - 7200 Tracking to 25,218 for end of FY 03	
Reduce Total Number of Courses by 30% over the FYDP (FY 02 base line - 4575 CDPs)	Eliminate 275 CDPs by the end of FY 03 (4300 active CDPs by end of FY 03)	120 CDPs pending deactivation 43% of goal	
Increase e-learning Opportunities by 10% every year (FY 02 base line - 1600)	1760 e-learning opportunities available by the end of FY 03	Current opportunities - 1694 5% increase	
Reduce TTE Cost by 15% over the FYDP (FY 02 Base line - \$24.85M)	Reduce TTE Cost by \$750K in FY 03 (Reduce total cost to \$24.1M by end of FY 03)	Current execution - \$6.025M Tracking to meet goal	



Summary



“This is all about Fleet readiness”



If individual training doesn't contribute to Fleet readiness, why are we doing it?